

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)**EEO PUBLIC FILE REPORT****June 1, 2013 - May 21, 2014¹****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 5-8, 10-12, 15-16, 21-26, 29-33, 35-40, 42-46, 48-50	5
Morning Drive Co-Host	1-3, 5-8, 10-12, 15-16, 18, 22-23, 25-26, 29-36, 38-40, 42-44, 46, 48-50	50
General Sales Manager	1-3, 5-8, 10-12, 15-16, 18, 22-23, 25-26, 29-33, 35-36, 39-40, 42-44, 46, 48-50	50
Digital Content Manager	1-3, 5-8, 10-12, 15-16, 18, 22-23, 25-26, 29-33, 35-36, 39-40, 42-44, 46, 48-50	5
Sales Coordinator	1-3, 5-8, 10-12, 15-16, 18, 22-23, 25-26, 28-33, 35-36, 39-40, 42-46, 48-50	28
Sales Coordinator	1-3, 5-8, 10-12, 15-16, 18, 22-23, 25-26, 28-33, 35-36, 39-40, 42-46, 48-50	50
Account Executive	2-3, 5-8, 10-12, 15-17, 20, 22-26, 29-30, 33, 35-40, 44-46, 48, 50	38
Account Executive	2-3, 5-8, 10-12, 15-17, 20, 22-26, 29-30, 33, 35-40, 44-46, 48, 50	37
Account Executive	2-3, 5-8, 10-12, 15-17, 20, 22-26, 29-30, 33, 35-40, 44-46, 48, 50	20
Account Executive	2-3, 5-8, 10-12, 15-17, 20, 22-26, 29-30, 33, 35-40, 44-46, 48, 50	20
Account Executive	2-3, 5-8, 10-12, 15-17, 20, 22-26, 29-30, 33, 35-40, 44-46, 48, 50	50
Account Executive	2-3, 5-8, 10-12, 15-17, 20, 22-26, 29-30, 33, 35-40, 44-46, 48, 50	50
Account Executive	2-3, 5-8, 10-12, 15-17, 20, 22-26, 29-30, 33, 35-40, 44-46, 48, 50	20
On-air Host (Night Time)	9	9
Senior Digital Content Manager	1-3, 5-8, 10-12, 14-16, 18-20, 22-23, 25-26, 29-33, 35-36, 39-40, 42-44, 46, 48-49	20
Finance Coordinator	1-3, 6-8, 10-12, 14-18, 22-23, 25-26, 29-33, 35-36, 38-40, 42-44, 46, 48-49	38
Digital Content Coordinator	1-3, 6-8, 10-12, 14-20, 22-23, 25-26, 29-33, 35-36, 39-40, 42-44, 46, 48-49	20
Chief Integrated Marketing Director	1-3, 5-8, 10-12, 14-16, 18, 22-23, 25-26, 29-33, 35-36, 39-40, 42-44, 46, 48-50	50

¹ This report includes recruitment activity through May 21, 2014 per the FCC's grace period policy. It was modified in September 2014 to address reporting issues.

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See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Full-Time Content Protector/WWDC-FM DC Market	1-3, 5-8, 10-12, 14-18, 20, 22-23, 25-26, 29-33, 35-36, 38-40, 42-44, 46, 48-49	20
Account Executive	4-5, 24, 27, 41, 47	47
Account Executive	4-5, 24, 27, 41, 47	47
Account Executive	4-5, 24, 27, 41, 47	47
Account Executive	4-5, 24, 27, 41, 47	47
Account Executive	4-5, 24, 27, 41, 47	47
Account Executive	4-5, 24, 27, 41, 47	47
Account Executive	4-5, 24, 27, 41, 47	27
Sales Coordinator	1-3, 5-8, 10-12, 14-18, 20, 22-23, 25-26, 29-33, 35-36, 38-40, 42-44, 46, 48-49	20
Program Director	1-3, 5-8, 10-12, 14-16, 18-19, 22-23, 25, 29-36, 39-40, 42-44, 46, 48-50	50
Digital Content Coordinator	1-3, 5-8, 10-14, 16-19, 22-23, 25, 29-33, 35-36, 39-40, 42-44, 46, 48-50	17

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian Women's Self Help Association 1140 Connecticut Avenue Suite 1200 Washington DC, Washington 20036 Phone : 202-683-2019 Url : http://www.ashaforwomen.org Career Services Manual Posting	N	0
2	Baltimore Vet Center 1777 Reisterstown Road Suite 199 Baltimore, Maryland 21208 Phone : 410-764-9400 Url : http://www.2.va.gov Fax : 1-410-764-7780 Paula Wolff	N	0
3	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Url : http://www.bim.org Email : jp@bim.org Fax : 1-410-254-5357 John Perry	N	0
4	Careerbuilder.com	N	0
5	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	5
6	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : bsimpson@cohdc.org Brittany Simpson	Y	0

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : http://www.gocsb.com Email : Efierstein@gocsb.com Fax : 1-201-288-7901 Micahel Ryan	Y	0
8	Elkton Vet Center 103 Chesapeake Blvd Suite A Elkton, Maryland 21921 Phone : 410-392-4485 Url : http://www.va.gov Email : Wendalyn.brown@va.gov Fax : 1-410-392-6381 Wendy Brown	N	0
9	Exigent Circumstances	N	4
10	Forty Plus of Greater Washington 1718 P Street NW Washington DC, Washington 20036 Phone : 202-387-1582 Url : http://www.40plus-dc.org Fax : 1-202-387-7669 Career Services	Y	0
11	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-4021 Url : http://www.gmu.edu/ Email : jbarrice@gmu.edu Fax : 1-703-993-2361 James Barricelli	N	0
12	George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Email : ChrisRoy@Gw.edu Fax : 1-202-994-9680 Christine Roy	N	0

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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13	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
14	Greater Washington Workforce Development Collaborative 1201 15th Street NW Suite 420 Washington , District of Columbia 20005 Greater Washington Workforce Development Manual Posting	N	0
15	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703.671.5666 Url : http://www.hcva.org Email : sclavijo@hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
16	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : Huocreruit@gmail.com Fax : 1-202-462-4267 Ladi Sanu	N	0
17	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	12
18	Inside Radio Texas Phone : 800-640-8852 Email : info@insideradio.com Gene McKay	N	0
19	Internal Posting	N	5

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Internal Transfer/Promotion	N	7
21	Internet Ad (not directly contacted by SEU/not adequately identified upon inquiry by SEU)	N	1
22	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services	N	0
23	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : Burtnick@erols.com Fax : 1-410-653-2334 Erwin Burtnick	N	0
24	Job Fair c/o Clear Channel 1801 Rockville Pike Rockville , Maryland 20852 Phone : 240-747-2700 Cristy Sorensen Manual Posting	N	2
25	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey	N	0
26	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : jack.lule@lehigh.edu Fax : 1-610-758-4454 Jack Lule	N	0

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	LinkedIn	N	1
28	LinkedIn / Word of Mouth	N	2
29	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : http://cms.montgomerycollege.edu Email : jeanie.hale@montgomerycollege.edu Jeanie Hale	N	0
30	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
31	NAACP-Washington Bureau 1156 15th St. NW Suite 915 Washington DC, Washington 20005 Url : http://www.naACP.org Email : washingtonbureau@naACPnet.org Fax : 1-202-463-2953 Career Services	N	0
32	NAACP/Montgomery County PO Box 2165 Rockville, Maryland 20847 Phone : 301-657-2062 Url : http://www.naACP-mc.org Email : naACPmont7@aol.com Career Services	N	0
33	Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : http://www.OCawwomen.org Email : Maryland@OCawwomen.org Fax : 1-301-907-3899 Christina Wong Poy	N	0
34	Self Referral	N	2

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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35	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller	N	0
36	Southeast Asian Resource Action Center 1628 16th Street NW 3rd Floor Washington DC, Washington 20009 Phone : 202-667-4690 Url : http://www.searac.org Email : searac@searac.org Fax : 1-202-667-6449 Fam Sawchao	N	0
37	Station On-Air Advertisement	N	5
38	Station Website	N	13
39	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	Y	0
40	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-2233 Url : http://www.towson.edu/careercenter Email : careercenter@towson.edu Fax : 1-410-704-4359 Corey Dunning	N	0
41	Twitter	N	0
42	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services	Y	0

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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43	United Planning Organization 301 Rhoda Island Avenue NW Washington DC, Washington 20001 Phone : 202-238-4600 Url : http://www.upo.org Email : info@upo.org Regina Parker	N	0
44	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Email : ljwilliams@udc.edu Lydia Williams	N	0
45	Unknown (source not adequately identified upon inquiry by SEU)	N	10
46	Wider Opportunities for Women 1001 Connecticut Ave NW S-930 Washington DC, Washington 20036 Phone : 202-464-1596 Url : http://www.wowonline.org Email : vstaples@wowonline.org Fax : 1-202-464-1660 Vivian Staples	N	0
47	Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Phone : 813-600-4303 Kristine Diamonti Manual Posting	N	28
48	Women Empowered Against Violence 1422 K Street NW Washington DC, Washington 20005 Phone : 202-452-9550 Url : http://www.weaveincorp.com Email : weavedcinfo@gmail.com Fax : 1-202-452-8255 Liz Harens	N	0

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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49	Women of Washington Inc. 2112 Century Park Ln Apt 211 Los Angeles, California 90067 Url : http://www.womenofwa.com Career Services Manual Posting	N	0
50	Word of Mouth Referral	N	17
TOTAL INTERVIEWS OVER REPORTING PERIOD:			114

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/12/2013	Participation in Job Fairs	Our SEU participated in the National Association of Broadcasters Education Foundation's Media Sales Institute held at Howard University in Washington, DC.	4	Sales Managers
2	8/2/2013	Participation in Job Fairs	Our SEU participated in the US Chamber of Commerce Hiring Our Heroes Job Fair held at White Oak Armory in Silver Spring, MD.	3	Sales Manager Sales Coordinator
3	8/25/2013	Establishment of an intern program designed to assist members of the community	Fall 2013 (Promotions Program): Our SEU hosted students from local colleges and universities in our ongoing internship program. The interns received hands-on experience with our promotions department as well as in various aspects of the SEU's operations. We hosted 10 interns. Our interns hailed from several colleges and universities including Marymount University, George Mason University, Bowie State University, Montgomery College, University of Maryland, George Mason University, and American University.	3	Marketing Director Promotion Coordinators
4	8/26/2013	Establishment of an intern program designed to assist members of the community	Fall 2013 (Production Program): Our SEU hosted students from local colleges and universities in our ongoing internship program. The interns received hand-on experience with our production department as well as in various aspects of the SEU's operations. We hosted 5 interns. Our interns hailed from several colleges and universities, including the University of Maryland, Shepherd University, the University of Maryland and Montgomery College.	1	Producer
5	9/11/2013	Participation in Job Fairs	Our SEU participated in the Virtual Veterans Job Fair held on line.	1	Sales Manager
6	10/17/2013	Participation in Job Fairs	Our SEU participated in the USMC Henderson Hall Education and Career Fair held Henderson Hall in Arlington, VA.	3	Sales Manager Sales Coordinator
7	12/9/2013	Participation in Job Fairs	Our SEU participated in the National Career Fairs Job Fair held at the Doubletree Hotel in Arlington, VA.	2	Sales Coordinators

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)

EEO PUBLIC FILE REPORT

June 1, 2013 - May 21, 2014

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	1/1/2014	Establishment of an intern program designed to assist members of the community	Spring 2014 (Production Program): Our SEU hosted students from local colleges and universities in our ongoing internship program. The interns received hands-on experience with our production department as well as in various aspects of the SEU's operations. We hosted 5 interns. Our interns hailed from several colleges and universities, including University of the District of Columbia, University of Maryland and Shepherd University.	1	Producer
9	1/1/2014	Establishment of an intern program designed to assist members of the community	Spring 2014 (Promotions Program): Our SEU hosted students from local colleges and universities in our ongoing internship program. The interns received hands-on experience with our promotions department as well as in various aspects of the SEU's operations. We hosted 10 interns. Our interns hailed several colleges and universities, including Trinity Washington University, Montgomery College, American University, University of Maryland, and George Mason University.	3	Marketing Director Promotion Coordinators
10	4/9/2014	Participation in Job Fairs	Our SEU participated in the Hiring Our Heroes event held at the Verizon Center in Washington DC.	2	Executive Assistant Sales Manager